



Senate Fiscal Agency
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BILL ANALYSIS

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Senate Bill 359 (as introduced 5-25-23)
Sponsor: Senator Stephanie Chang
Committee: Education

Date Completed: 6-5-23

CONTENT

The bill would amend the Revised School Code to delete requirements specifying the factors a community district may or may not consider when determining compensation for teachers and school administrators hired after September 1, 2019.

Generally, Part 16 (Boards of Education; Powers and Duties Generally) of the Code prescribes how teachers and school administrators are compensated. For teachers and school administrators hired after September 1, 2019, a community district must implement and maintain a method of compensation that primarily considers job performance and job accomplishments. A teacher or school administrator's job performance must be evaluated based on the applicable annual evaluation.

A community district may not use the length of service or achievement of an advanced degree as a factor in compensation levels or adjustments in compensation for teachers hired after September 1, 2019, except as follows:

- For a teacher with a secondary level teaching certificate who has a subject area endorsement and who teaches in that subject area, an advanced degree achieved in that subject area may be considered as a factor in the teacher's base compensation.
- An advanced degree in elementary education may be considered as a factor for a teacher's base compensation if that teacher has an elementary level teaching certificate and teaches in an elementary grade.

The bill would delete these provisions.

MCL 380.1250

BACKGROUND

In 2016, the Michigan Legislature enacted Public Act (PA) 192 and a series of related Acts. PA 192 amended the Revised School Code to include community districts, a new type of district that has all the powers of a general powers school district and additional powers granted by law. The Act classified Detroit Public Schools as a qualifying school district and transferred it to a new community district, Detroit Public Schools Community District.

Legislative Analyst: Abby Schneider

FISCAL IMPACT

The bill would have an indeterminate, but likely minimal fiscal impact on schools, intermediate school districts, and public school academies. Schools would not be required to change current

compensation plans unless they conflicted with a collective bargaining agreement. Schools may have to change administration compensation plans in the future, which could add minimal costs or could result in overall savings if fewer factors were required for determining employee compensation.

Fiscal Analyst: Cory Savino, PhD

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This analysis was prepared by nonpartisan Senate staff for use by the Senate in its deliberations and does not constitute an official statement of legislative intent.